SCHOOL OF SOCIAL WORK
University of Illinois
Navy Pier, CHICAGO

The COMPASS

AMERICAN · ASSOCIATION · OF · SOCIAL · WORKERS
130 E. 22d St. New York City

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The Missouri Certification Plan

The voluntary certification plan which was adopted by the Missouri Conference of Social Welfare in May will be completed early in the fall when standards for registration will be considered. The system is similar to that set up in California with a Department of Registration and Certification under the State Conference, of which members of the AASW who have been professionally engaged in social work in Missouri for one year may be charter members. The qualifications of the Board of Examiners are modelled on those established in California, i.e., three of the five members of the Board must have college degrees, one year's work in an approved school of social work (defined as one which is a member of the American Association of Schools of Social Work) and four years of practical experience in social work in the state. The Board has "complete and final authority for the setting up of standards for the registration of social workers, for the preparation of examinations, for the giving of examinations and for certifying applicants who wish to register."

The plan as adopted by the Conference does not include any provision for blanketing in practising social workers with certain minimum qualifications during the first year of operation as the California plan did. It will be interesting to see if this will be found necessary in Missouri when specific standards for certification are under consideration this fall or whether these standards can be established at a fairly high level from the beginning. The one definite standard which has been set so far is that members of the AASW shall be eligible to registration without examination.

New England Branch of J. V. S. Closes

The New England office of Joint Vocational Service closed indefinitely on June 15, 1934. Since 1924 this branch office has handled the placement and vocational work in the social work field in the New England territory under the able directorship of Miss Mabel Gair Curtis as vocational secretary. A committee of leaders in New England social work under the successive chairmanships of Mr. Alfred Whitman and Mr. Ralph Barrow of Boston, developed the branch office and carried responsibility for the branch organization which was housed free at the Womens' Educational and Industrial Union.

The New England committee has asked the national office to take over the placement work in the New England territory and correspondence from New England social agencies and candidates should therefore be directed to the national office at 130 East 22nd Street, New York City. At the request of J.V.S., the New England committee continues and will advise the national office in regard to work in the New England territory.

Medical Care of Social Workers

A medical insurance plan has been worked out in which Seattle's family agency, the Social Welfare League, is participating. The King County Medical Society of Seattle has organized a Medical Service Bureau, composed of more than 350 physicians and surgeons, to provide medical care to employee groups. By applying the principles of insurance, whereby a large number of individuals each pay a small amount to cover those who require service, this Medical Service Bureau can provide service at very moderate rates. Following are some of the interesting features of this service.

The medical staff of the Bureau covers the entire field of medical specialties and the choice of ten hospitals. Medical attention and hospital service is provided up to six months for any single period of illness or injury. This period may be extended if in the opinion of the Medical Director it is necessary. All medicines are provided through prescriptions on specified pharmacies. X-ray service is given in case of fracture or suspected fracture and in all other cases deemed advisable. Ambulance service to any designated hospital can be obtained. This medical service does not apply to venereal diseases or resultant conditions, insanity, epilepsy, pregnancy, results of alcoholism, or drug addiction, results of violation of existing laws, and non-acute chronic diseases. These conditions will, however, be treated at minimum fees.

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Employees of the Social Welfare League who are earning up to $150 a month are eligible to this service upon payment of $1.25 monthly premiums. Ruth FitzSimons of the League's staff says the plan is too new for careful evaluation but so far is satisfactory.

The national office of the American Association of Social Workers receives frequent requests from social agencies for information on ways and means of providing medical and hospital care for agency employees. While the interest in this need is great, there appear to be few social agencies with such provisions for their employees. Ralph G. Hurlin, Director Department of Statistics, Russell Sage Foundation, in making a study of salaries in 212 private family case work agencies, finds few insurance plans in effect.

Pennsylvania State Chapter

A Pennsylvania Division of the AASW has been formed by the Chapters in that state to focus attention on projects concerning the professional status of social workers.

The Committee of the Division is composed of a Chairman, Vice-Chairman, Secretary-Treasurer, two delegates from each chapter, and two delegates elected from the membership in non-chapter area.

The Committee of the Division will meet at the time of the Annual Meeting of the Pennsylvania Conference on Social Welfare, and on the call of the officers. The first meeting will be in Williamsport on October 6, at the time of the Regional Meeting of the Conference.

By state-wide ballot the following officers were elected for a two year term: Chairman, Mrs. Mary Clarke Burnett, Harrisburg; Vice-Chairman, E. D. Solenberger, Philadelphia; Secretary-Treasurer, H. A. Waldkoenig, Pittsburgh. The Division will use the offices of the Pennsylvania Conference on Social Welfare, 519 Smithfield St., Pittsburgh. Mr. Waldkoenig, Secretary-Treasurer of the Division, is Secretary of the Pennsylvania Conference on Social Welfare.

Committee members from chapters are: Philadelphia, Rachael Childrey and Abigail F. Brownell; Pittsburgh, Marion Hathway and Julia Branson ; Harrisburg, Paul Goldblatt and Richard Stillwell; Lehigh Valley, C. Raymond Chase and Frances Hill; Erie, Joan Myers and Mrs. Harriett Powell; Scranton-Wilkes Barre, to be appointed; non-chapter, to be elected.

Civil service for social workers in public departments and certification are among the topics which will receive early consideration by the Division.

Public Service Personnel

"Personnel for Public Service" was discussed at a joint meeting of Division IX of the National Conference and the American Public Welfare Association in Kansas City. Dr. Ellen C. Potter who presided at the meeting has summarized the points made in the discussion as follows:

The quality of personnel in the public welfare service determines the success or failure in the administration of archaic old law or modern social legislation.

The process of selection of qualified personnel has been largely haphazard and unscientific. Civil service procedure in the selection of personnel has been set up in the federal service and in ten states only, California, Colorado, Illinois, Indiana, Maryland, Massachusetts, New Jersey, New York, Ohio, Wisconsin.

The selection of personnel for emergency relief service conforms to no standard. With the exception of Maryland and Wisconsin, all states are exempt from any civil service procedure.

Only 13 states have established personnel bureaus within the emergency relief set up and these have very slight control over local practice in personnel selection.

Reports have been received from 33 states in regard to personnel employed in social work activities. There are on the payroll 22,190 persons, with an approximate "case load" of 368. Estimates for the United States as a whole indicate that more than 31,600 workers have entered the public service in the field of social welfare.

Reports from those states which were in a position to classify their employees indicate the numbers employed in various phases of work:

Directors of Social Service	938
Case Work Supervisors	1,275
Assistant Case Work Supervisors	538
Senior Case Workers	1,697
Junior Case Workers	2,416
Senior Social Investigators	1,309
Junior Social Investigators	273
Home Visitors	10,074
Special social service assistants	246
Other types of social workers	1,631
	20,397

When one considers that there are 8,000 members of the AASW, it is apparent that the 31,600 workers who have entered the public service in the social field will "dilute" the quality of service even though we at once begin an active educational program.

California is experimenting with the certification of social workers by the State Conference of Social Work; the Ohio Division of Charities is certificating workers at the request of the State Emergency Relief Administration; Cook County, Illinois, has developed standards and procedure

for use in connection with emergency relief; the Maine E.R.A. is utilizing the personnel services of the Health and Welfare Department in making its selection.

The training of the emergency personnel is of primary importance. Any training program should be developed in cooperation with an educational institution rather than as an independent unit of the relief administration as such.

There are those who say that the "emergency" does not give us time to discuss qualifications and standards of fitness which should be required in the social field, the methods of selection and handling of these workers and similar allied problems. We are convinced that serious consideration of these questions has been too long delayed.

* * * *

The reports from states on their public social work personnel were secured by Dr. Potter in connection with the program for the joint meeting. These reports have continued to come in so that practically all of the states have now been heard from. Dr. Potter plans to make a more exhaustive analysis of the complete data which will be available at a later date.

New Chapter Publication

Meetings and committee activities no longer provide sufficient outlet for the professional vitality of the Chicago Chapter which has just launched a new chapter publication, *The Bulletin*. The leading article in the first issue of *The Bulletin*, by Sophonisba P. Breckinridge, is reprinted below as it is an effective statement of the professional considerations which led the Chicago Chapter to embark on the enterprise.

To the Members of the Chicago Chapter:

This new enterprise of a Bulletin is an outward and visible sign of the growing consciousness of a professional status among the social workers of Chicago. It may not be inappropriate then to enumerate the essential features of a profession. These may be grouped into the "inward and spiritual graces" and the "outward and visible signs," to use the phraseology of the ancient catechism. Among the former may be enumerated the possession (1) by a group of interested practitioners, (2) of a body of technical knowledge, (3) which may be conveyed by orderly instruction, (4) which is applied in the service of an individual or group of individuals, (5) for the benefit of the individuals or group of individuals, (6) in the light of the interest of the community as a whole; (7) this body of learning is constantly increased by critical examination and research, and (8) is the basis of a sense of collective interest and loyalty on the part of the practitioners. *This loyalty is to an increasingly effective service under an increasingly intelligent appreciation of the community interest.* The outward and visible signs are, on the other hand, (1) a body of practitioners, (2) united in an organization on the basis of evidence of possessing (a) the required technical knowledge, (b) the essential sense of the responsibility to the individual and the necessary appreciation of the community interest, (3) provision for orderly instruction in the field of practice, (4) channels of communication enabling each practitioner to judge of the soundness of his own procedures in the light of the group experience and of the community reaction to the methods used and services rendered.

To apply these tests, attention may be called to the fact (1) that the Census of 1930 listed about 30,000 individuals in the category of "social workers," (2) that there is an Association of Schools of Social Work in which 26 institutions are members, (3) there is an Association of Social Workers, whose membership is based on increasingly definite standards of preparation, (4) which publishes an organ, *The Compass*, and through its columns informs the members with increasing effectiveness of the important questions confronting the group in its entirety.

The interests of members of the Association are, however, very numerous and very varied and it is desirable that members should be enabled to consider not only the problems that emerge as important from the point of view of the national office. It seems also important that the local situation should be, so far as practicable, more fully understood. This is especially necessary at the present time, when changes in organization of welfare agencies and authorities are taking place rapidly. Some of the old problems are taking on new aspects; new emphases are replacing old values, and it is of great importance that there be made available the largest practicable body of common information with reference to current experience on the basis of which serious decisions of the group must rest.

Among some of these questions might be enumerated the relation of the professional worker to the volunteer, to which must be added the question of the relation of the professionally equipped worker to the employed worker without professional equipment. The discussions of the question of the relation of private philanthropy to public social welfare authorities of only three years back seem now archaic. Questions of standards of relief and standards of service are viewed now rather in the light of the legislator's understanding and the taxpayer's capacity than of the response of the benevolent beneficiary of the existing industrial order. Questions of security as a basis for sound professional development,

looking ever to more skillful and responsible service of the individual now involve considerations of merit systems, sound methods of advancement and promotion, favorable working conditions, adequate retirement arrangements, and always increasingly effective interpretation to the community.

It is in the light of these considerations that the new Bulletin is inaugurated. The cooperation of every member of the Chapter is earnestly solicited. It is hoped that with careful management, the new service may be undertaken without asking either an increase in dues or a subscription price. What is greatly desired is that every member of the Chapter, in the light of his or her own professional experience, comparing the standards of service which each member would like to maintain with those seemingly made necessary by the situation will make known to the secretary of the Chapter (or to the editor of the Bulletin) his or her suggestions with reference to subjects which might be presented, information that would be thought useful, and any other ways in which the Bulletin might contribute to a more effective professional service in the field of social work in Chicago.

—SOPHONISBA P. BRECKINRIDGE.

Personnel Practices in Social Work

SOCIAL work, as a profession and an occupation, finds itself in a period of marked changes both within the profession and the community in which it functions. The ease and satisfaction of quietly working out functions, training and social programs of several years ago under a seemingly successful economic situation has been displaced by a period of great demand on social workers; a demand to meet immediate needs of a large proportion of the nation's citizenship.

The present national changes which are taking place have so involved the profession of social work that it now faces certain problems which are comparatively new to the profession and accentuates other problems which before have been less acute. We speak of those problems which are usually indefinitely included under the title of personnel practices.

The social workers' indication of a great interest in the conditions of their employment has undoubtedly been stimulated by the impact of the National Recovery Act which stresses adequate compensation and working conditions for all occupations. Perhaps it is greatly to be desired, and a symptom of development, that social work and social workers have not considered themselves apart from other groups of their communities but are earnestly seeking to establish adequate working conditions for their profession. This interest of the social worker is reflected by the American Association of Social Workers which has set its hand to collect data and study employment practices in social work. The establishment of a Division on Personnel Practices with the task of considering the seeming immobility in salary schedules for new professional social workers, the question of salary promotion in non-administrative and non-executive positions, the establishing of some uniformity of classification of positions in social agencies with corresponding salary minima and the formulation of an Association statement on the question as to what ways and means may best be employed in improving the employment status of the social worker, is an expression of this need of social work to evaluate present position.

As this Division begins functioning it will face certain major problems to be found in this field. First, there is lacking an adequate and uniform classification of social work positions and the training or experience which is necessary for the adequate filling of these positions. The relation between the need for the product of our professional social work schools and their capacity to develop this product has been entirely disrupted until now social work is perhaps the only profession in which there is an evident demand for qualified people. Another result of this great impetus given the profession by the wholesale launching of the government into an increased program of public welfare has been the introduction of large numbers of unprofessionally trained but practising welfare workers. This group presents a number of questions needing immediate attention, such as what is or should be their relation to the professional organization, and how can their capacities be recognized and opportunities be given them to assimilate professional social work training? These workers, found largely in the public relief agencies, will unquestionably be a factor in social work for some time and the quality of their work and their position in the field will have a definite and distinct bearing on the status of the professional social worker. To the lay public these relatively newcomers to the field are social workers and their adequacies and inadequacies will do much towards conditioning the public's understanding of social work. Again, many individuals of this group appear to present potentialities which might well be realized by social work. In fact, one wonders if professional social work can afford to stand aloof and say "but we are trained social workers" or rather if we should not aim at giving individuals of this group of so-called "emergent" social agency employees a helping hand by making available to them every assistance towards attaining a professional background for their employment. Certainly our interest in seeing our communities served in the most adequate manner

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possible tends to suggest some such form of co-operation. Apparently it is this assistance, understanding and cooperation which members of this group are looking for rather than an unqualified recognition by the professional group. Here the Personnel Practices Division will have to deal with the seeming attitude that government in public relief work is but an emergency measure which has made for the planning of certain short time programs.

Another situation the Division will meet is that of considerable variance in salary scales paid social workers, particularly a variance in salaries between states as they staff their relief commissions. This has tended to result in competitive bidding for the services of workers, frequently at the cost of serious loss in services and organization of one community. Here the need for some formulated plan of stabilization in salary scales, some uniform program of certifying or registering social workers and the need for legal definition and protection is evident.

For further consideration, the Division will need to formulate an Association statement as to the most adequate ways and means of maintaining and raising the standard of employment conditions in social work. Can this best be accomplished by a form of collective bargaining entailing aspects of a social workers' union, or by enhancing and insuring adequate employment practices by interpreting and demonstrating values of the social worker to the community? It may not be an either-or proposition but rather a combination of both methods which is needed whereby social workers would collectively stand for certain minimum employment practices and would collectively work towards the enlargement of their capacity to serve their communities to the greatest advantage.

Certainly, the program of this Division will be a large undertaking and contributions from social workers will be most welcome. —A. G. W.

Analyzing the Group Worker

Group work as a phase of social work and the equipment and training needed by the group work executive or supervisor were subjected to thoughtful analysis by a study group of the New York Chapter which met regularly throughout the winter.

The equipment needed by individuals responsible for the development and supervision of the group work programs of agencies was outlined in the report of the study group to the chapter as follows:

1. The group process; the means by which it may be made fruitful in the lives of the individuals composing it and may provide an environment where growth is possible.
2. The relationships of the organization to the total community situation.
3. Competency in specific activities. A supervisory worker, it was felt gains in influence if he himself is able to carry on activities in one or two areas.
4. Capacity to individualize members.
5. Ability to supervise workers. To train others to work successfully with groups must in general involve for oneself experience and ability in the group process.

The program of training recommended as desirable if the worker is to secure this equipment includes a bachelor's degree with major emphasis in the social sciences and two years of graduate professional training. Recommendations for the content of the professional training course emphasize training in individualizing problems and using community resources, community organization and planning, principles of progressive education and their application to group work, in addition to training in specialized group work techniques and skills and supervised field work. As an alternative to the recommended professional training, which the group recognized as not immediately feasible, a two year period of combined study and field experience beyond the bachelor's degree was suggested. This would include part time study in the social sciences, covering as many as possible of the courses suggested for the professional training curriculum, and part time experience in a group work agency.

Facing the problem of the present lack of training courses in the schools of social work which would give group workers the equipment recommended, the study group raises the question of how group workers are going to ally themselves with social work in their professional interests if training is not available to qualify them for membership in the AASW.

The report urges more intensive study of the training problem and makes two recommendations to the Association:

1. That efforts be made to stimulate the interest of local chapters in more clearly defining the

(*Continued on page 6*)

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place of group work in social work, these efforts to be jointly fostered by the American Association of Social Workers and the national agencies in the group work field, and

2. That the local and national membership and executive committees of the Association consider the possibility of modifying membership requirements for group workers for a specified limited period of time.

The appointment of chapter committees to consider the relation of group work to social work generally, as the first recommendation suggests, and to study present training programs in the light of the equipment and training recommended for group workers in the report, would help to clarify the problem both for the Association and for the group workers.

Case Records as Evidence

Among the interesting items on professional and community activities, in the first issue of the Chicago Chapter *Bulletin*, there was an interesting discussion of "Social Case Records as Legal Evidence." The practice of introducing social case histories as evidence is becoming more frequent with the prosecution of fraud cases. In commenting on this practice Miss Amelia Sears says:

"Social case histories are miniature biographies, in part autobiographies, assembled often by different individuals over a long period of time, containing practically no first hand knowledge of events recited, therefore, primarily an assemblage of hearsay information. The recital of only two types of ascertained facts, provable facts, exists in the case record: the first the transcript of public documents, such as birth, death, property, school records, etc.; the second the record of cash or commodity relief given and action taken by the case worker. . . .

"Further, a case record is of a semi-confidential nature and, in its use in court, there would be a violation of that relationship. . . ."

Mr. Lloyd W. Lehman, an attorney who was formerly with the Legal Aid Bureau of the United Charities, says:

"Much that is hearsay, much that is matter of impression, and many opinions and judgments properly find their way into social case histories. Such records would be clearly objectionable if they were offered as evidence. . . .

"Under the law, communications between persons where certain relations of trust and confidence exist are held to be confidential, and inadmissible as evidence. Such relations exist in legal contemplation between lawyer and client, doctor and patient, and in some states between a confessor and penitent.

"There is no such legal disqualification of the communications from a charity applicant to his benefactor, but there are strong ethical objections to a violation of such confidences. The occasions would be seldom when such records could be used to his advantage; the circumstances under which such records are secured scarcely ever permit him freedom to keep his own counsel concerning matters not to his advantage.

"He should have the legal privilege to control the contents of his case history."

HOUSING NOTES

It is still too early to try to predict the outcome of the government's rehabilitation efforts through the National Housing Act. The preliminary arrangements have been made with the banks and other lending agencies and an attempt is going on to persuade home owners to borrow money for repairs. The National Housing Act, of course, never pretended to be a measure for rehousing those with low incomes, and now the slowness with which it has gone into operation gives some cause for scepticism as to whether it will even do much to revive the private construction industry.

* * *

The Lavanburg Foundation has recently issued a 16-page pamphlet entitled, "Practices and Experiences of the Lavanburg Homes," a resume of the history of the project over the past six years, which will be of interest to social workers and others interested in the problems of low-cost housing. It is available gratis, through Abraham Goldfeld, 132 Goerck Street, New York City.

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Bibliographies on housing have been prepared by the Russell Sage Library and are also available through Mr. Goldfeld.

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The National Association of Housing Officials has arranged for a nationwide tour of the United States by three European housing experts—Sir Raymond Unwin, formerly advisor on housing to the British Ministry of Health; Mr. Ernest Kahn, formerly manager of the municipal housing enterprises of Frankfort-am-Main; and Miss A. Samuel, a member of the Council of the Society of Women Housing Estate Managers. The visitors will remain in each of the cities on their itinerary long enough to view the housing situation, and will take part in discussions with leaders in the housing field from the region. The schedule is as follows:

August		10-11-12	Milwaukee
20-21	New York	13-14-15-16	St. Louis
22-23-24-25	Washington	17-18-19	New Orleans
30-31	Cleveland	20-21-22	Atlanta
September		23-24-25-26	Knoxville
1-2		27-28-29-30	Cincinnati
3-4-5	Detroit	*October*	
6-7-8-9-10	Chicago	1-2-3	Philadelphia

* * *

Langdon W. Post, Chairman of the Municipal Housing Authority of New York City, has issued a report on a survey, undertaken at his request, by CWA workers to determine the relation between slum conditions and delinquency and crime. The correlation was shown statistically to be as high as all social workers knew it was by experience but perhaps not all social workers will agree with Mr. Post that the slums head the list of forces that tend to produce the criminal.

* * *

Charles S. Ascher, former Executive Director of the National Association of Housing Officials, issued in July a review of the federal government's activities in low-cost housing which is more optimistic in tone than most discussions of the subject have been for a long while. A certain amount of tangible progress is reported in Atlanta, Cleveland, Milwaukee, Indianapolis and New York, and much preliminary work in several other cities. Those interested can only hope that these beginnings presage the concrete existence of occupied houses in large enough numbers to constitute at least an adequate experiment in state-owned housing.

THE FIRST YEAR UNDER THE NEW MEMBERSHIP REQUIREMENTS

Report of National Membership Committee June 1, 1933 - May 1, 1934*

WALTER W. PETTIT
Chairman, National Membership Committee

IT IS difficult to say who has had the worst time this year—the applicant who has been trying to find out whether action was ever going to be taken on his application or the local and national committees which have endeavored to pass on the qualifications of 2,429 applicants. This volume, four times greater than an average year before the stimulation of the new membership requirements, was a problem in itself but some of the other difficulties are indicated by the fact that out of the 2,429 applicants, 1,693 qualified for membership while the applications of 736 had to be refused. The members admitted during the year brought the Association's total membership to 8,316 on May 1, 1934. Of 736 rejections, 173 were for junior membership and 559 for full membership. Most of the applicants for full membership who were rejected lacked either the minimum education requirement or four years of experience which could be approved. The junior applicants in most cases lacked technical courses or field work or both.

One thing became increasingly clear as the Applications Committee, under the Chairmanship of Mabel F. Morris, met month after month and sometimes twice a month to consider applications under the old requirements. That was that social workers were applying for membership not only because someone told them that they ought to come in before the membership requirements went up, but because they had discovered during the past year that membership in the AASW was a requirement for jobs they wanted or for promotion within their own agencies. "I hope I shall hear very soon that my application for membership has been accepted," wrote more than one applicant, "as my appointment to the position I want depends upon my acceptance as a member of the AASW."

This was tremendously encouraging as evidence of the Association's increasing professional significance but it did not make action on applications any easier to know how much was at stake for the applicant.

While the Applications Committee was struggling with problems under the old requirements, the Committee on Training Courses of which Gordon Hamilton is Chairman, was putting its shoulder to the wheel on the new. This Committee undertook to apply the standards for "approved technical social work courses" which had been drawn up by the earlier Committee of which Frank Bruno was Chairman. These standards were prepared for experimental use as a means of testing courses which might be offered by applicants for membership and as a realistic measure in the face of the fact that the schools in the American Association of Schools of Social Work are geographically remote from many communities and that in spite of increased enrollment in the last year or two, they are unable to meet the increased demands of the agencies for trained personnel.

There probably could not have been a more difficult time for the Association to put into effect more rigid membership requirements. The enormous increase in social work personnel who do not meet the Association's membership requirements and who will not have an opportunity to qualify for a long time to come, constitutes a serious problem. On the other hand, the Association's new membership requirements constitute a standard or measuring rod for competent personnel which is of great value to new agencies and departments anxious to define qualified personnel, as well as in various proposals for certification.

In view of all these complications in the present situation the AASW has been endeavoring, for an experimental period only, to apply its new membership requirements on a reasonably flexible basis. Under these tentative standards a number of training courses outside the membership of the Association of Schools have been accredited in which it is possible for applicants to secure enough credits for junior membership. The remaining credits for full membership must be taken in a member school of the Association of Schools. The Executive Committee has authorized the continuance of this method for another year as one year's experience with the method is too short to reveal the extent of its value or weakness. The standards which are being used are objective as the Committee has no facilities for making field visits, and is therefore unable to make any real evaluation of quality.

The problems have been as varied and as numerous as the courses presented and the tendency has been to tighten up the tentative standards rather than to relax them as the problems have multiplied. Naturally, the courses which have presented the least difficulty are the ones which are definitely planning to qualify for membership in

* Given at the Association's Annual Meeting in Kansas City, May 24, 1934.

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the Association of Schools and which are strategically located for such development. Then there is another group of schools, presenting greater difficulties, which for one reason or another do not plan or wish to develop a full professional course but which would like to qualify their graduates for junior membership on the assumption that they will go on to the graduate professional schools for further training.

The most difficult problem of all, according to the present outlook, is the single courses or groups of two or three courses which are being developed under academic auspices for public welfare personnel and which in most cases are non-credit courses without field work opportunities. The indications are that the development of these courses is likely to be quite extensive during the coming year.

The difficulty of finding any guide posts in such a shifting scene as the various courses outside the Association of Schools present, has led the Committee to give some consideration to other possible methods for qualifying persons for membership who have not attended one of the member schools of the Association of Schools. The Committee is inclined to think that some examination system might be a more satisfactory alternative method and has received permission from the Executive Committee to draw up a plan for examination procedure during the coming year while continuing its tentative evaluation of training courses offered by applicants for membership.

The field work requirement has also been the subject of special study during the year since this presents an even greater difficulty than the technical courses. Even in training centers, applicants who have completed enough technical credits for membership are frequently unable to complete the field work requirement either because the agency cannot give them the necessary time or the school cannot take them. For applicants at a distance from the training centers, the problem is even more difficult. The Sub-Committee on Field Work of which Irene Liggett is Chairman, has been experimenting with a method of testing agency training in order to determine whether an applicant has had a period of intensive training which might reasonably approximate the 300 hours of field work done under the supervision of a school. The Committee has prepared brief questionnaires to be answered by the applicant, the executive and the supervisor in the agency, and in the limited trial given them so far they seem to have considerable value in showing what training opportunity the applicant has had. The Committee will experiment further with these questionnaires before any definite recommendation is made to the National Membership Committee regarding the feasibility of testing agency training as a substitute for field work done under the supervision of a training school.

This will give you some idea of the experimental way in which the National Membership Committee, with the approval of the Executive Committee, has applied the new requirements this year. This tentative procedure has made it possible for a small additional group to qualify for junior membership and this group will probably increase during the next year since definite action has now been taken on a number of schools. This method, however, does not touch the problem of the ineligible group, the great majority of whom are in the public relief agencies. The examination method might enable more of this group to qualify but without doubt one of the major problems before the Association during the coming year is what its relation is to be to this non-eligible group. There have been 502 applications so far under the new membership requirements, 84 of which have been rejected and 173 of which are pending. The FERA reported 22,180 persons employed by public relief agencies in December, 1933. The problem of admitting any appreciable number of this group cannot be solved by a flexible interpretation of our present membership requirements. The question, therefore, is What Next, and this question we are very glad to refer to the new Division on Personnel Standards which has already recognized as one of its major interests the subject of the Association's relation to non-eligible personnel.